

Policy 2140: Evaluation Of The Superintendent

~~The Board of Education shall annually conduct a formal evaluation of the Superintendent's performance in order to assess his/her effectiveness in leading the district toward established goals.~~¶

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~~The Board and Superintendent shall establish an appropriate schedule for the annual evaluation process.~~¶

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~~Evaluation criteria shall be based on district goals and success indicators agreed upon by the Board and Superintendent prior to the evaluation. The evaluation shall provide commendations in areas of strength, provide recommendations for improving effectiveness, and serve as a basis for making decisions about salary increases and/or contract extension.~~¶

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~~The Board and Superintendent shall annually consider what evaluation method(s) will best serve the district and agree on the specific written instrument to be used~~
Governing Board recognizes its responsibility to establish an evaluation system that enables a fair assessment of the Superintendent's effectiveness in leading the district toward established goals, serves to support their continued growth in leadership and management skills, and provides a basis for Board decisions regarding contract extension and compensation. The Governing Board shall annually conduct a formal evaluation of the Superintendent's performance and may provide additional opportunities throughout the year to review the Superintendent's progress toward meeting established goals.

The Governing Board shall determine, with the Superintendent's input, the criteria, schedule, method(s), and instrument(s) to be used for the Superintendent's evaluation. Evaluation criteria shall include, but are not limited to, district goals and success indicators; educational, management, and community leadership skills; and the Superintendent's professional relationship with the Governing Board.

Prior to the evaluation, the Superintendent shall ~~be responsible for preparing and distributing~~ provide to the Governing Board for its review a report of progress toward district goals, the Superintendent's self-appraisal of accomplishments and performance, and a ~~review of action~~ statement of actions taken to address any Board recommendations from the previous evaluation. ~~The Board shall also review the Superintendent's current contract and any relevant Board policies.~~¶

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~~Each Board member shall independently evaluate the Superintendent's performance. The Board shall determine who will summarize and combine the individual evaluations to create a consensus document and how that consensus document will be formatted. The evaluation shall be a composite of individual Board members' opinions, but there shall be only one final evaluation representing the Board's collective judgment. This final evaluation shall be provided to the Superintendent for his/her response~~

Each **Governing** Board member shall independently evaluate the Superintendent's performance based upon the evaluation criteria, after which the **Governing** Board shall produce a single document that integrates the individual evaluations and represents the consensus of the **Governing** Board.

The evaluation shall provide commendations in areas of strength and achievement and recommendations for improving effectiveness in any areas of need, concern, or unsatisfactory performance.

The **Governing** Board shall meet in closed session with the Superintendent to discuss the evaluation. (Government Code 54957)

~~The~~At this meeting, the Superintendent shall have an opportunity to ask questions, respond verbally and in writing to the evaluation, and present additional evidence of information regarding their his/her performance or district progress.

~~The Board president and Superintendent shall sign the evaluation as evidence that the evaluation has been discussed. The Superintendent shall place the evaluation in his/her personnel file.~~

~~After each evaluation has been completed, the Board shall meet in open session to give the Board and Superintendent an opportunity to jointly identify performance goals for the next year~~discussion shall include the establishment of performance goals for the next year and may identify professional development opportunities for the Superintendent and/or the entire governance team to address areas of concern, strengthen the relationship between the Superintendent and Board, or enhance the Superintendent's knowledge of current educational issues and leadership and management skills.

After the **Governing** Board and Superintendent have discussed the evaluation, the **Governing** Board president and Superintendent shall sign the evaluation and it shall be placed in the Superintendent's personnel file. The evaluation, including personal performance goals, shall be confidential to the extent permitted by law.

